

FAC-C Competency Model

Benefits of Competency Models:

- helps to match the current workforce profile with the organization's performance requirements
- help to recruit the skills and proficiency levels needed for now and the future, are the basis for identifying and retaining critical skills and are the foundation for growing intellectual capital
- may help the organization save money by avoiding staffing and re-staffing costs (by recruiting the right talent), turnover costs (by developing a meaningful career plan), and training costs (by developing learning maps that tie competencies to training)

Proficiency Rating Scale

Proficiency levels are defined at 5 levels to illustrate behaviors.

Rating	Description	Explanation
5	Expert	Individual is capable of handling all assignments involving this competency /aligned skill and may serve as a role model and/or coach to others.
4	Advanced	Individual is capable of handling most day-to-day assignments involving this competency/aligned skill, though may seek expert assistance with particularly difficult or unique situations.
3	Intermediate	Individual is capable of handling many day-to-day assignments involving this competency/aligned skill, but may seek assistance in difficult or new situations.
2	Foundational	Individual is capable of handling some assignments involving this competency/aligned skill, but needs assistance beyond routine situations.
1	Basic	Individual is capable of handling the simplest of assignments involving this competency/aligned skill, but needs significant assistance beyond the easiest solutions.

FAC-C Competency Model – Entry/Apprentice Level

FAC-C ENTRY/APPRENTICE LEVEL	
Competency	Proficiency
Dispute Resolution and Termination	Basic (1)
Financial Management	Basic (1)
Performance Management	Basic (1)
Requirements Management	Foundational (2)
Contract Award	Foundational (2)
Negotiation	Basic (1)
Proposal Analysis and Evaluation	Foundational (2)
Bid Evaluation	Foundational (2)
Solicitation of Orders	Foundational (2)
Defining Contractual Relationships	Basic (1)
Performance Based Acquisition	Basic (1)
Defining Requirements	Basic (1)
Small Business and Preference Program Participation	Foundational (2)
Managing Competition	Foundational (2)
Market Research	Foundational (2)
Project Management	Foundational (2)
Strategic Planning	Basic (1)

FAC-C Competency Model – Mid/Journeyman Level

FAC-C MID/JOURNEYMAN LEVEL	
Competency	Proficiency
Dispute Resolution and Termination	Advanced (4)
Financial Management	Intermediate (3)
Performance Management	Advanced (4)
Requirements Management	Advanced (4)
Contract Award	Advanced (4)
Negotiation	Advanced (4)
Proposal Analysis and Evaluation	Advanced (4)
Bid Evaluation	Advanced (4)
Solicitation of Orders	Advanced (4)
Defining Contractual Relationships	Advanced (4)
Performance Based Acquisition	Intermediate (3)
Defining Requirements	Advanced (4)
Small Business and Preference Program Participation	Advanced (4)
Managing Competition	Advanced (4)
Market Research	Advanced (4)
Project Management	Intermediate (3)
Strategic Planning	Intermediate (3)

FAC-C Competency Model – Senior/Expert Level

FAC-C SENIOR/EXPERT LEVEL	
Competency	Proficiency
Dispute Resolution and Termination	Expert (5)
Financial Management	Expert (5)
Performance Management	Expert (5)
Requirements Management	Expert (5)
Contract Award	Expert (5)
Negotiation	Expert (5)
Proposal Analysis and Evaluation	Expert (5)
Bid Evaluation	Advanced (4)
Solicitation of Orders	Expert (5)
Defining Contractual Relationships	Expert (5)
Performance Based Acquisition	Expert (5)
Defining Requirements	Expert (5)
Small Business and Preference Program Participation	Expert (5)
Managing Competition	Expert (5)
Market Research	Expert (5)
Project Management	Expert (5)
Strategic Planning	Expert (5)